

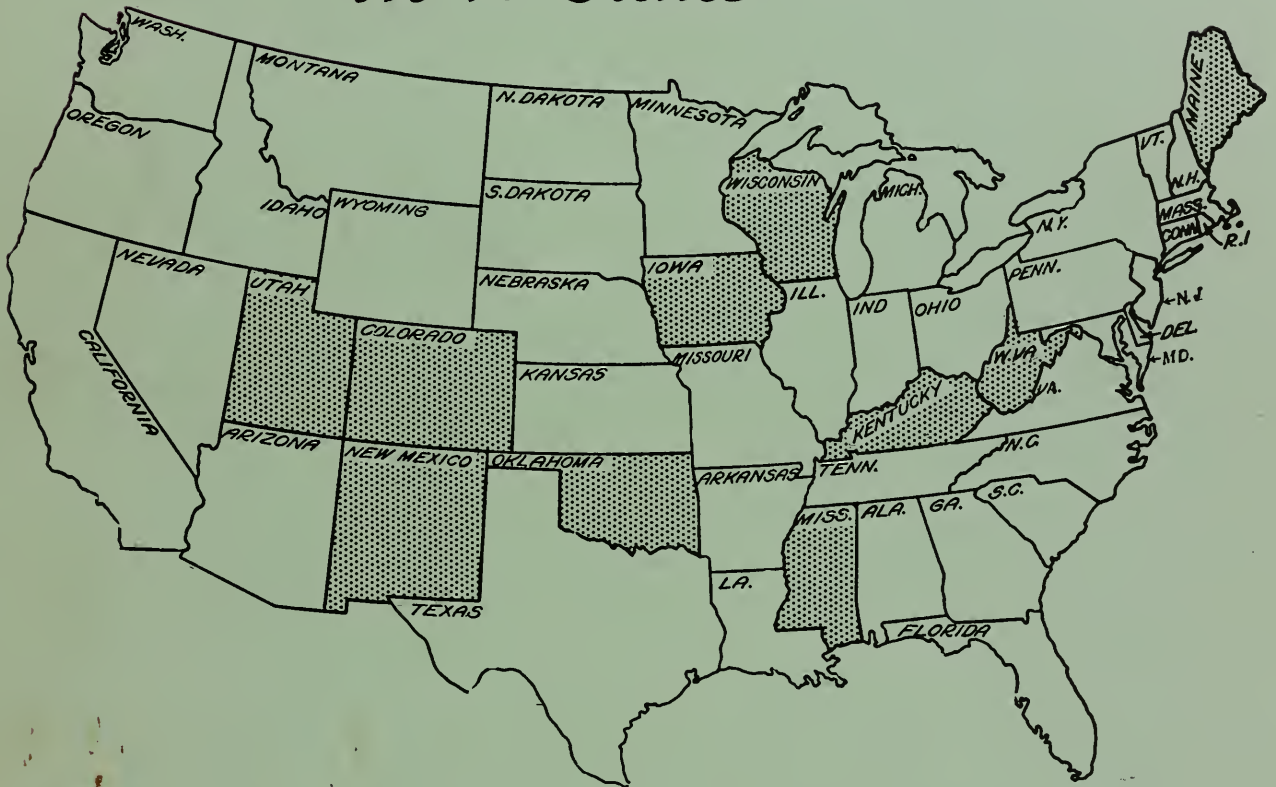
Historic, Archive Document

Do not assume content reflects current scientific knowledge, policies, or practices.

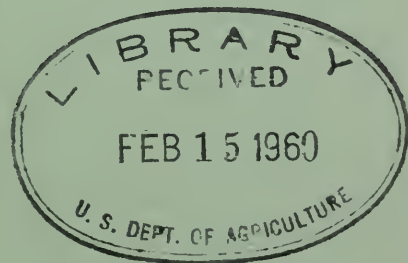
Review of

FARM and HOME DEVELOPMENT

in 10 States



Spring 1958



UNITED STATES
DEPARTMENT OF AGRICULTURE
LIBRARY

REVIEW OF F

NT IN 10 STATES



	<u>Page</u>
Introduction	1
Highlights	3
A Tale of	11
Concepts and	14
Attitude to	18
Organization a	19
Initiation	19
Staff Additions	20
Training	21
State Staff Responsibilities and Functions	30
Materials and Aids	32
Procedures and Techniques	37
Kinds of Families Worked With	37
How Families are Informed About F&HD	37
When is F&HD Finished?	38
Informing the General Public	38
Progress	39
Indicators of Progress by Extension Workers	39
Indicators of Progress by F&HD Families	40
Impact of F&HD on State Staff	42
Impact on Agents	43
Impact on F&HD Families	43
Reasons for Success in Best Counties	44
Looking to the Future	44
Unsolved Problems	45
Volume of F&HD Work	47
APPENDIX	I.

BOOK NUMBER
965613

A275 2
F31R

INTRODUCTION

965613

In 1954 Federal funds for Cooperative Extension work in agriculture and home economics were increased. One method used to carry out the intent for which the increased funds were granted has come to be known in most States as Farm and Home Development.

Progress has been reported in terms of number of families reached each year in the annual county statistical report, but little has been done to determine status of the effort, the problems encountered, the attitudes of extension workers and others toward it, and the needs, if further progress is to be made in the future.

Early in 1958 a plan was developed for FES teams to visit States to discuss Farm and Home Development with State and county workers in an attempt to get answers to some of the questions being asked. This review was made in response to a request from the Extension Committee on Organization and Policy that the FES review progress in Farm and Home Development.

Five teams, each consisting of an agriculturist and a home economist, visited 10 States -- Colorado, Iowa, Kentucky, Maine, Mississippi, New Mexico, Oklahoma, Utah, West Virginia, and Wisconsin. The States were not selected to be representative of a region or of Farm and Home Development, but did represent different approaches to Farm and Home Development and varying degrees of intensity.

An outline for general guidance of the discussion was sent to the States ahead of time. (See appendix.) Three or four days were spent in each State interviewing State staff members, county workers, and Farm and Home Development families as arranged for by the director.

Following the visits, each team wrote a narrative report on each State visited. This summary of the team reports is subject to some limitations that are inherent in the way the survey was conducted. Since a discussion outline rather than a questionnaire was used as the guide for the interviews and the reports, there is no assurance that complete information was obtained on any questions or topics. The reports contain only the information and ideas brought out in the interviews that the FES team members remembered or took notes on and put into their reports.

On the other hand, the use of the discussion guide in informal interviews had some advantages, for the purpose of this inquiry, over the use of a questionnaire. For one, it placed less restriction on both the FES teams and the persons in the States and counties who participated in the interviews. More permissive and relaxed (and therefore more insightful) interviews were probably held than if detailed or precise answers had been pressed for.

In this summary the expression, " States said " is frequently used. It refers to consensus of opinion or observations frequently expressed in the States. Thus, "eight States said agents needed more training," means that in each of 8 States, there seemed (from the State reports) to be a consensus or majority opinion among the State staff members interviewed that agents needed more training. There were doubtless exceptions, minority opinions, and varying views of the matter in each of the 8 States, but to note them in this report would defeat its purpose.

SUMMARY HIGHLIGHTS

Progress in Ten States

Within Extension:

Extension workers have been improved professionally by their experience in F&HD. Nearly all of the 10 States said that county workers who had been devoting a substantial portion of their time to F&HD work had benefitted greatly in terms of professional growth. Some said that in particular, the agents are much more aware of the kinds of problems and opportunities that are really important to farm families in their counties, and are learning how they can be more helpful with them. Two States cited professional development of State staff people and two others said that interdepartmental cooperation has been strengthened.

The professional growth benefits to extension personnel have not occurred in anything like the same degree to all personnel. The chief factors that determine impact on staff seem to center around the degree of participation in the work. This, in turn, relates to the degree to which responsibility for performing the various functions (e. g., preparing materials, evaluation, reporting, etc.) has been defined and assigned and to the training that has been given to the various staff members to fit them to make their contributions. Actually, only a few of the State staffs in the review had received training, and many staff members were not well informed or they were not involved very much in farm and home development work. At the county level, personnel concentrating on farm and home development had made the most professional development in this area of work, with other members of the same staff considerably less-well informed.

The degree of involvement was highly correlated with both the professional development and the attitude of extension workers. This attitude ranged all the way from: "It is the best educational method Extension has ever devised for really helping farm families solve their problems," to "If we just wait it out, it too will pass away." This range of attitude was found in all 10 States.

In Improving Programs:

State and county extension programs have been strengthened. Six States said that county extension programs had been strengthened in counties where F&HD has become a substantial part of the program. Teams found in several instances that the enrichment and strengthening of county programs was an important result of the agents' work in farm and home development. Needs and problems which formerly escaped attention were discovered. More people shared in the solution of problems. Subject matter was better coordinated.

In Volume:

There has been an increase in the number of farm and home development families worked with. The 10 States visited seemed to be fairly typical on the average in this regard. Yet, there was variation. The total gain in number of F&HD families from 1956 to 1957, as reported in ES-21, averaged about 200 per State nationally or a little over 15%. The average gain was about the same for these 10 States. However, 5 of them showed a loss or no appreciable gain.

With Families:

The reports described highly gratifying accomplishments that many F&HD families are making. They are developing better understanding of the problems and opportunities that confront them and learning to make more and better use of information in managing their affairs. They are learning how to make better decisions and more of them. They drift into fewer difficulties because they are better able to confront a problem or opportunity, find the relevant information, and make a decision before events force hasty, ill-considered action.

Many of them have developed more positive attitudes toward life. They have learned to think further ahead and to take more control over the course of events. State reports mention that farm and home development families find, in the management process, a better way to use technical subject matter in working out their important problems. There was general consensus by the teams that there was considerable progress toward teaching management of the farm business but considerably less progress in teaching management of the home. Home demonstration agents were generally less involved than the staffs in agriculture.

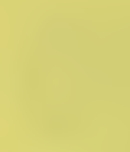
Progress Limited by Scale:

One can conclude, then, that farm and home development has been effective as a teaching method and that it has resulted in professional development of the staff and improvement of the extension programs. However, these beneficial impacts have been limited by the scale of farm and home development work and the number of extension personnel involved in it.

Seventy-one percent of the counties in the study reported working with some families in farm and home development, with an average of 26 families reported per county. This means that only a small percentage of farm families have been reached by farm and home development and that not many extension workers are doing much of it. This is indicated by the fact that some State staff members said they thought farm and home development was a good idea but they were so busy doing their "regular" work that they did not have time to get into it. Apparently a certain scale must be reached before the staff can give it high priority.

Progress has been made in getting a concept developed and understood. Every State reported some people at both the State and county level understood the concept well, but generally the understanding was not completely shared throughout the staff. State staffs generally were reported as having fair or little understanding of farm and home development. The reports from 5 States indicated that county staff people, other than those doing a substantial amount of F&HD work, had only fair or little understanding of the stated State concept.

Since Extension has been innovating concepts for F&HD work and ways to facilitate it administratively, considerable variation exists from State to State. However, there seemed to be a central theme in the stated concepts in most of the 10 States. The term "stated concept" refers to either the written or verbal definition of farm and home development authorized by the director in the particular State. Most States seemed to think F&HD is, or ought to be, educational work with farm families on management in the broadest meaning of the term. That is, most of the statements of concepts said something of this sort: "Extension assists the F&HD families to do such things as analyze their situations and resources, establish goals, compare alternative courses of action, and choose and take the courses of action that offer greatest hope of most nearly reaching their goals."



THE JOURNAL OF THE ROYAL ANTHROPOLOGICAL INSTITUTE

Volume 100, Part 1, 2000
The Journal of the Royal Anthropological Institute is a peer-reviewed journal of research in human evolution, primatology, and human biology. It is published quarterly by the Royal Anthropological Institute, which was founded in 1871. The journal covers a wide range of topics, including the evolution of the human species, the behavior of primates, and the genetic and physiological aspects of human biology. It is a leading journal in the field of human evolution and is read by researchers and students alike.

The journal is published by the Royal Anthropological Institute, which is a charitable organization that promotes the study of human evolution and human biology. The Institute was founded in 1871 and has since become one of the leading organizations in the field. The journal is a key publication for the Institute and is read by researchers and students in the field of human evolution and human biology. The journal is published quarterly and covers a wide range of topics, including the evolution of the human species, the behavior of primates, and the genetic and physiological aspects of human biology.

The journal is a peer-reviewed journal of research in human evolution, primatology, and human biology. It is published quarterly by the Royal Anthropological Institute, which was founded in 1871. The journal covers a wide range of topics, including the evolution of the human species, the behavior of primates, and the genetic and physiological aspects of human biology. It is a leading journal in the field of human evolution and is read by researchers and students alike. The journal is published by the Royal Anthropological Institute, which is a charitable organization that promotes the study of human evolution and human biology. The Institute was founded in 1871 and has since become one of the leading organizations in the field.

The journal is a peer-reviewed journal of research in human evolution, primatology, and human biology. It is published quarterly by the Royal Anthropological Institute, which was founded in 1871. The journal covers a wide range of topics, including the evolution of the human species, the behavior of primates, and the genetic and physiological aspects of human biology. It is a leading journal in the field of human evolution and is read by researchers and students alike. The journal is published by the Royal Anthropological Institute, which is a charitable organization that promotes the study of human evolution and human biology. The Institute was founded in 1871 and has since become one of the leading organizations in the field.

However, in at least one State, there was little mention of management in the stated concept, but strong emphasis on adoption of recommended practices without necessarily relating them to family situations and goals.

But neither agreement or common understanding as to what F&HD is was found among all members of any State staffs or among all county workers. And what is probably more significant, what they were doing had even less relationship to the stated concept than what they said. In some instances, what they were doing was even in conflict to their own expressed concept.

For example, a F&HD agent repeatedly emphasized that the families make their own decisions. But later in the same conversation, he expressed frustration because he had not been able to get one family to see that it would be best for them to raise feeder pigs. A home demonstration agent said that teaching families the management process was important, but she had spent considerable time helping more than one homemaker make a slipcover.

In Facilitating the Work:

No State felt that they had worked out the administrative problems of facilitating farm and home development work. Assignment of responsibilities and clarification of roles seemed essential to progress. Assignment of responsibility to a few people on the State and county staffs tended to limit participation to those assigned with the rest comparatively unaffected. While accomplishments have been made in these States, the work assumes the aspects of a project. The goal of having farm and home development serve as the vehicle through which team work and coordination of staff could occur has not been attained.

A tendency was noted for county workers specially assigned to farm and home development to have a possessive attitude toward the families they work with. Where responsibility for needed functions was not assigned or carried out, confusion or little accomplishment resulted. This raises the question of how widely can the functions be assigned and still made to bear fruit.

The bulk of the training was given in 1954-55. Four types of training can be identified: (1) General orientation, (2) training in methods and techniques, (3) subject matter, and (4) on-the-spot coaching in doing the work.

Although notable exceptions were observed, generally the orientation and training in techniques have been done much more adequately than training in needed subject matter or on-the-spot training. Three States had done some State staff training, but only one had put much time on it. The lack of continuous training -- improved with experience-- appears to be a problem.

The individual method of working with families was the dominant method. However, in all but one of the States reporting, one or more counties had experimented with groups and like the approach. Two States preferred working with groups.

There was little evidence to indicate which materials had worked best. Some materials prepared for county workers were apparently not being used. When State and county workers were asked about their needs, the need for more materials was not mentioned--although 3 States said they would use fewer forms if they were starting over. Three States preferred simple forms, supplied as the need arises, to comprehensive workbooks.

In response to the question as to how long agents expected to work intensively with families, the most frequently mentioned time was two to four years. To date in most of the States visited, Extension is still serving those families with whom it started the work. Most of the turnover has arisen from people moving, quitting farming, etc. It is difficult to "graduate" them.

Major Needs Identified in The Review

States recognized some unsolved problems and the team reports suggested others. Among these are:

1. A need to re-examine and further develop concepts of and objectives for F&HD to the end that they are realistic and consistent with those needs of farm people that can best be met through F&HD.

2. There is a need to get the concept thus arrived at understood and accepted by State and county staff members and applied in:
 - a. The work that agents do with F&HD families.
 - b. The work that specialists do with agents, and
 - c. Evaluation and reporting.
3. The summary of assignments of State staff responsibilities (Table VI) indicates a need for reconsideration in some, if not all 10 of the States.

Some State staff functions that seem essential to good farm and home development have apparently not been assigned in a number of the States. These include showing extension personnel how to find time to do farm and home development work, motivating them to do it, and evaluation and reporting. The summary suggests that in several States a wider distribution of assignments would encourage participation and strengthen the work.

4. Eight States said that their training programs need to be strengthened, particularly for county workers. In some States, training programs initiated in 1954 and 1955 have not been continued. In half of the States, training has been almost entirely for F&HD agents or for agents in designated farm and home development counties. Agents doing a lot of F&HD work need more training than may be justified for the staff as a whole. But failure to give training to others seems to limit expansion possibilities and to set farm and home development apart from the remainder of the extension program.

Inadequacies in training may be basic to some of the unsolved problems pointed up by the review. It may be, for example, that further training of supervisors in the concepts of and need for F&HD would enable and motivate them to 1) show agents the need for it, and 2) better perform other supervisory functions that States say are not being performed.

5. Need to help agents find time to do farm and home development work was listed as an important problem in eight States. In the States where finding time was

not mentioned as a problem, most of the work is done by specially assigned farm and home development agents. This creates a dilemma. Assignment tends to set the agents and F&HD apart, while if they are not assigned, they tend to be caught up in the on-going "regular" extension program.

One State came the nearest to solving this problem by the supervisors sitting down with the county staffs and jointly planning the responsibilities of each person and the overall work to be attempted. The same thing was observed in counties in other States.

So far as the reports indicate, little attention was being given to this problem in the States that listed it. This suggests that conscious application of the principles of management to extension workers' jobs would be helpful.

6. At least seven of the States indicated that getting and retaining capable personnel was a problem. Farm and home development work was sometimes looked upon as a training ground for agents.
7. Information to indicate progress made by farm and home development families appeared to be inadequate in some States and was non-existent in others. There seems to be need for developing usable and valid indicators of progress in F&HD work, based on the objectives, and for making adequate provisions for evaluation and reporting.
8. The team reports from two States give an impression that interest in farm and home development may be waning except in a few counties where the agents have had successful and satisfying experience with it. In one of these States, it was said that farm and home development work will continue to deteriorate rapidly unless revitalized by aggressive action on the part of the State staff. In two States, it was said that possibilities for expansion depend almost entirely on additional personnel, because present personnel are fully loaded and it is assumed that F&HD work will be done only by specially assigned county personnel.

The Future:

When the teams asked about the future of F&HD work, the States were somewhat noncommittal. Some remarked that the review was the first time in a long time that they had thought together about their farm and home development work and where they were going with it. They weren't ready to say what the future looked like. Several did say that they looked on F&HD as an important phase of work and one State hoped to double present effort.

However, the State reports suggest some ideas about F&HD work of the future. Farm and home development is effective with families and results in improved extension programs. F&HD has great potential for helping farm families if Extension takes a good hard look at: 1) what can best be done through F&HD, 2) the needs of farm people that require and merit the kinds of help that Extension can best give through F&HD, 3) ways to get the essential functions performed, and 4) ways to adequately train and involve the staff to do effective F&HD work.

Do we need adjustments in concept, assignments, training programs, and indicators of progress?

A Tale of Three States

One of the purposes of the 10-State survey was to glean clues as to successful F&HD work. If it could be established that some of the 10 States were doing more effective F&HD work than others, it would be helpful to study the methods used in those States.

In the absence of agreement among the 10 States as to indicators of progress or accomplishment in F&HD work, and in view of the scarcity of information (in most States) by which success can be gauged by the indicators most frequently mentioned, it is not possible to say which of the 10 States have been most successful in their F&HD work. The team reports from 3 States did, however, give a stronger general impression of pride in the F&HD work on the part of people interviewed than did the reports from the other 7 States. Apparently these 3 States felt that, by their criteria, their F&HD work was (in spite of numerous problems and failures that they pointed out) generally effective and that they were making reasonably good progress. They are States E, H, and I.

As indicated in Table X, these States rank medium to high among the 10 in numbers of F&HD families, and the numbers increased substantially in 1957 as compared with 1956 in all 3 States.

The management ideas are prominent in the stated concepts of F&HD in all 3 of those States. In State E, there was a relatively high degree of consistency between the stated concept, what agents try to help the families to do, and the indicators of progress.

Responsibility for F&HD work in State E rests on the leader of the county extension staff and, frequently, on an agent to whom he assigns responsibility for doing it. The work was undertaken only in counties where the extension advisory committee asked for it. In States H and I, responsibility rests primarily on agents whose job is to do F&HD work.

In at least two of these 3 States, State F&HD steering committees, widely representative of the State staffs, were or had been active in establishing concept and objectives of F&HD work.

In State E, the committee, chaired by Administration, outlined policy and procedure as well. It is still active in this and other functions.

In States H and I, farm and home management specialists are looked to for leadership in F&HD although in both States there was expressed a need for greater participation by others. In State E, economists share with the supervisors the leadership of the F&HD work in the counties.

In all 3 of these States, F&HD is viewed as an important phase of the extension program. All 3 States have comparatively strong training programs that have been continued since 1955.

In all 3 States, agents have been provided with two types of materials:

1. Materials to explain what F&HD is, both as an extension activity and from the point of view of participating farm families.
2. Working tools, including (a) forms and workbooks, and (b) reference materials, handbooks of information, suggested procedures, etc.

In States E and H there is a conscious effort to work mostly with young farm families. In State I, the intent is to work with all kinds of families.

In State E, members of the county extension advisory body visit potentially interested families and suggest their participation. In State I, considerable publicity is given locally and Statewide to case histories of F&HD families. It is thought in that State that potentially interested farm families become informed about F&HD through this publicity, by observing accomplishments of F&HD families and test-demonstration farmers, and by discussing F&HD with extension workers. In State H, potentially interested farm families are suggested and sometimes contacted by representatives of a farm organization. Motivation of families to participate was indicated as a problem in States E and I.

FINDINGS OF THE REVIEW OF FARM AND HOME DEVELOPMENT IN 10 STATES

SPRING 1958

CONCEPTS AND ATTITUDES

Concepts

The team reports were studied to determine the elements in the stated concept of each State. Table I is a summary of the concept elements. It shows the States where each element seemed to be a part of the concept.

TABLE I*

Concept Elements: In F&HD, Extension Assists Farm Families to:	States										Total States
	A	B	C	D	E	F	G	H	I	J	
Analyze their situations and resources											
and establish goals	x	x	x	x	x	x	x	x	x	x	10
Raise their level of living		x	x	x	x	x	x		x	x	8
Make plans	x	x	x	x	x	x		x	x		8
More nearly obtain their goals	x	x	x		x	x		x	x		7
Coordinate farm plans and home plans	x	x	x		x	x		x	x		7
Carry out their plans		x	x	x		x	x		x	x	7
Compare alternatives	x	x			x		x		x		5
Make adjustments indicated by											
family's situation, resources											
and goals	x		x		x			x	x		5
Increase their incomes			x	x			x	x		x	5
Solve their management problems					x		x		x	x	4
Develop good farm-home units			x	x		x			x		4
Adopt more recommended practices				x		x			x		3
Revise their plans as re-evaluations											
indicate				x	x						2
Learn to manage their affairs better					x				x		2
Become better leaders						x				x	2
Learn more subject matter										x	1

* In the interest of accurate reporting it was decided to confine the tables rather strictly to what the team reports said, even though this resulted in longer tables and some overlapping of items. To eliminate the overlapping would have necessitated assuming that the State people meant more than they said in some instances, and in other instances an idea they did express would have been lost. This applies not only to Table I, but also to most of the tables in this report.

Predominately, the States looked upon Farm and Home Development as a means of teaching families how to solve their problems and manage their affairs better through the use of the management process. Frequently mentioned were analysis of resources, establishment of goals, and comparing alternatives, coordination of farm and home plans, and more nearly achieving the family's aspirations.

However, some expressions of concept seem to be inconsistent with this. For example, the adoption of recommended practices, the making of adjustments that extension people thought were generally profitable or desirable, and teaching subject matter without necessarily relating it to the family's resources and goals.

To maximize efficiency, any stated concept must be well understood by all who are to be involved and be applied by those responsible for implementing it.

Study of opinions expressed by the States and impressions gleaned by the teams indicates that in one of the 10 States there was good understanding of the stated concept by the State staff, generally fair understanding in half of the States, and probably little understanding in the other four.

Supervisors seemed to have a good understanding in three of the States, fair understanding in six, and little understanding in the other one.

There seemed to be less understanding of the stated concept among specialists than by administrators or supervisors. In half of the States it appeared that specialists generally had little understanding of the stated concept. Of course in each of the 10 States there were specialists who obviously understood the stated concept in their respective State.

In two of the 10 States county staffs generally seemed to have good understandings of the stated concept while in the remaining 8 States there seemed to be only fair or little understanding on the part of county staffs. F&HD agents understood it better than other agents, and staffs in certain counties in most of the States understood it well.

In two States where the State staff felt that county staffs understood the concept well, they also felt that the county staffs found it difficult to apply the stated concept in their work with F&HD families.

Table II presents the criteria used by the States for determining families to be reported as participating in F&HD.

TABLE II

For Reporting Purposes, Agents Were Usually Considered to be Doing F&HD Work with a Family	States										Total
	A	B	C	D	E	F	G	H	I	J	States
When the family is enrolled, at least verbally, and agents are working with them throughout the year				x			x	x	x	x	5
When the family, with Extension help, uses the management process in their planning	x		x		x						3
When the family is keeping farm records and making use of record analysis in their planning					x						1
When the agent is assisting the family with an important problem in a systematic way that relates it to the family resources and objectives		x									1
When the agent is working with them on a farm management problem										x	1
When the family is attending a series of F&HD meetings						x					1
When the family wants to plan		x									1
When the family has a written plan		x	x								2
When the family, with Extension help, is doing a fairly complete job of both farm and home planning				x							1
When the family is keeping farm records	x							x			2

Inconsistencies will be noted between Tables I and II, with considerable difference in emphasis between what administration says F&HD is and what is considered as F&HD for reporting purposes. A good many of the things mentioned in Table II do not necessarily implement any of the elements of the stated State concepts. For example, enrollment and continuous work with a family (the sole criterion for counting F&HD families in two States).

Still more inconsistency is noted when Table I is compared with what agents say they try to help families do. This is done in Table III. The inconsistencies suggest a need to do one or more of four things: (1) revise the stated concept, (2) provide for a better understanding of it by staff members, (3) provide the amounts and kinds of training necessary to better implement it, and (4) assign responsibilities and functions among State and county staff members so as to better insure its application.

TABLE III

Items	Concept											Total	Agents try to Help Families											Total
	A	B	C	D	E	F	G	H	I	J	A		B	C	D	E	F	G	H	I	J			
Analyze their situations and resources and establish goals	x	x	x	x	x	x	x	x	x	x	10		x	x		x					3			
Raise their level of living		x	x	x	x	x	x		x	x	8		x	x							2			
More nearly attain their goals	x	x	x		x	x		x	x		7	x	x	x	x						4			
Make plans	x	x	x	x	x	x		x	x		8		x	x	x	x		x	x		6			
Coordinate farm plans and home plans	x	x	x		x	x		x	x		7		x	x							2			
Carry out their plans		x	x	x		x	x		x	x	7		x	x							2			
Compare alternatives	x		x		x		x		x		5	x			x						2			
Make adjustments that are indicated by the family's situation, re-sources, and goals		x			x			x	x		5			x							1			
Increase their incomes		x	x	x			x	x		x	5			x		x	x	x			5			
Solve their management problems					x		x		x	x	4										1			
Develop good farm-home units			x	x		x		x			4										0			
Adopt more recommended practices				x			x		x		3				x						1			
Revise their plans as re-valuations indicate				x	x						2										0			
Learn how to manage their affairs better					x						2										0			
Become better leaders						x			x		2										0			
Take soil samples, improve pastures, remodel, redecorate, etc.							x				2										0			
Keep and analyze farm records											0					x		x	x		3			
Do better farming and homemaking											0										1			
Learn more subject matter										x	1										1			

Attitudes

The attitude of extension workers toward F&HD varied all the way from that of one extension person who said, "If we just wait F&HD out, it, too, will pass away," to that of another who said, "It is the best educational method Extension has ever devised for really helping farm families solve their problems." A home agent in one State said, "I never go out there but I come back feeling I've gained more than I contribute." Another, "There are advantages in the problem approach over the project approach."

Nearly all of the reports emphasized that extension workers who are participating actively in F&HD are enthusiastic about it and are getting immense personal satisfaction out of doing it. In one State, F&HD agents who are transferred to county agent positions retain interest in F&HD work and help to initiate, expand, or guide it in their new counties.

In contrast, those who didn't see much value in it, were strongly opposed to it or hadn't given it much thought, were generally not involved or were not sufficiently trained to know what it was all about. The reports indicate that this contrast existed in all 10 of the States.

In two States, staff members questioned the importance of F&HD in terms of action and allocation of time. They thought it was an inefficient use of time, or that attention given to it did not indicate its importance. The reports did not indicate whether the staff members expressing this attitude were actively involved with F&HD or not.

A few home agents, although not specifically assigned to Farm and Home Development, were, nevertheless, a vital part of the work in their counties and expressed the desire to do more. However, in general homeagents were not much involved either because they had not been shown how they could contribute to it or because they were held responsible for doing other things, leaving no time for F&HD.

Without exception, the families visited were enthusiastic about what the work had meant to them. One family said Farm and Home Development had given them something their church should have given them, but hadn't. It had given them the ability to face family problems as problems and not as issues. Of course the teams probably visited families the agents considered to be among the better participators. One State did estimate that "perhaps only

10-15 percent of the F&HD families were really taking it seriously and are making earnest efforts to make significant progress, " but such a pessimistic view did not come from any of the other 9 States.

In a few of the States there was considerable public support. The Farm Bureau was sponsoring F&HD in counties in one State. "Main Street" support was indicated in 3 or 4 States. The county governing bodies in one State are giving it financial support. Support and cooperation from FHA, the Bankers' Association, and SCS, were mentioned in 5 States.

ORGANIZATION AND PROCEDURE

Initiation

In 5 of the 10 States the work that has come to be called Farm and Home Development had been initiated before 1954 in a limited way, or, at least there had been extension activities that can be considered as forerunners of F&HD.

Some of the procedures used singly or in combination in initiating F&HD, or improving or expanding it at the State level in 1954 and 1955 were:

1. F&HD introduced to entire staff in Annual Extension Conference.
2. State staff conferences.
3. Establishment of State F&HD steering committee.
4. Establishing F&HD work in pilot counties.
5. Development of teaching aids and materials. This was most frequently done or arranged for by a State F&HD committee.

Initiation with the county staffs was accomplished by:

1. Introduction and initial training of agents in conferences and workshops.
2. Supervisors or members of State F&HD steering committee working directly with the staff in the county.

In only two or three States was F&HD introduced to the public during the initiation stage. This was done by means of publicity, an extension publication in one instance, meetings with bankers and other interest groups, etc.

Five States reported acquainting the county Extension Councils or governing bodies with F&HD. In two States the work was started in a county only after approval of this body.

The States were asked what changes they would make if they could start over. Those mentioned are in Table IV. Of course it is not possible to go back and start anew, but some of the changes listed could still be made to strengthen the work in the future. For example, some of the mistakes can be rectified with new workers as they are employed.

TABLE IV

Changes States would make if initiating F&HD now	States											Total
	A	B	C	D	E	F	G	H	I	J	States	
Less instruction	x										1	
Fewer forms	x	x								x	3	
More training in farm and home management for county workers	x								x		2	
Train county workers on use of F&HD materials and working tools						x				x	2	
Better understanding of concept										x	1	
Clarification of objectives									x		1	
Start with more experienced county workers								x		x	2	
Better selection of families									x		1	
Greater effort to acquaint public with F&HD						x		x			2	
Greater administrative support										x	1	
Better orientation of State staff at beginning	x							x			2	
Coordination of State effort (teamwork)										x	1	
Coordination and continuity of training		x	x								2	

Staff Additions

Nearly all of the staff additions were in the counties.

Nine States added more than 261 workers. (One State of the 9 added "some", no number given.) Of the 9 States, 7 assigned 160 assistant or associate county agents and 40 associate home demonstration agents to do farm and home development work. All of the associate home demonstration agents added for F&HD were in 4 States and nearly all of them (37) were in 2 States. In the other States, staff additions were made to make F&HD possible but they were not assigned the responsibility.

In three States, 19 workers were assigned to F&HD work on area or extension district basis.

In 7 of the 10 States, 8 full-time and one part-time State staff members were added. Four of them were assigned leadership in F&HD.

Training

A well trained staff seems basic to F&HD work. The reports suggest that the needs for training have been underestimated in some if not in all the 10 States. Inadequate training may be basic to some of the other problems that seem to stand out. Six of the States felt that State staffs were not making their full contribution to F&HD and in four States this was thought to be a serious problem, yet only four States had any training for State staff personnel beyond that included in orientation training for total staff, and in two States there was no training for State staff revealed in the reports.

Table V shows that all 10 States have provided some training for county workers. However, the most comprehensive training has been for F&HD agents, or for workers in counties where F&HD is being done. In spite of the amount of training provided for county staffs, 8 of the States indicated "training of agents" as an unsolved problem.

Special training was provided for the F&HD Steering Committee by one State. From the team reports this committee appeared to have been more continuously active than any other in the 10 States.

An examination of the content column of Table V shows that most of the training has been on Farm and Home Development philosophy, procedure, methods, and techniques. Farm and home management training has been provided by three States, farm management training by four States, and training in family economics by one State. In two States the farm management training has been provided by a 3-weeks' course for credit. One State provides training on home visits and counseling for new agents in a one-half day session along with an introduction to Farm and Home Development.

An evaluation of training provided by any single State must include length of time spent by the trainees as well as the content of the training. It seems reasonable to assume, for example, that the State staff in State C, having spent 1 1/2 days in training with the entire staff and 3-4 days in a training meeting for the State staff, would have a better understanding of and be better able to contribute

to F&HD than might be true of the State staff in State G with no training for the State staff reported. This is consistent with the State's opinion of State staff understanding of F&HD.

Several needs for training appear to be largely unmet in most of the 10 States. Since many States listed some staff categories as having fair or little understanding of F&HD, more training for these people seems indicated.

Adequate training in F&HD for new Extension workers, to enable them to understand it and do it or make their contributions to it, seems a major unmet need. Three of the 10 States indicated training in F&HD for new county workers each year, but none was indicated for new State workers.

Continuous training that meets the needs of those participating in F&HD work as these needs arise out of their experience seems a must if maximum progress is to be made. In only a few instances do the State F&HD training programs, as outlined on the charts, seem to have met this need. It appears that most of the training was provided in 1954 or 1955. States E and H have had some continuity of training for agents or county staffs doing F&HD work.

While it may have been neglected in reporting, the on-the-job, individual training that of necessity must follow, conferences and workshops appear to be almost entirely lacking with the exception of two States who report office conferences with county staffs.

The reports seem to indicate that an evaluation of the effectiveness of the training program for Farm and Home Development is a need in all 10 States.

TABLE V

TRAINING FOR FARM AND HOME DEVELOPMENT PROVIDED BY 10 STATES

Entire Extension Staff

Content	Type of Training Event	Length	Date	By Whom	State
Introduction to F&HD	Annual Ext. Conf.	1 day	Oct. 1954	Administration and others in cluding out-of-State county workers	A
Introduction to F&HD	Annual Ext. Conf.	2 days	Jan. 1955	Admin. and others including out-of-State county workers	B
Accomplishments in F&HD	Annual Ext. Conf.	1 hour	Jan. 1956	Agents working on F&HD	B
F&HD Procedure, including on-the-farm visits	District meetings for State & Co. workers	1½ days	Aug. 1955	F&HD Committee	B
Introduction to F&HD	Annual Ext. Conf.	½ day	Dec. 1954	Administration and others in- cluding out-of-State and county people	C
F&HD Procedure	District Meetings for State & Co. workers	1 day	Apr. 1954	F&HD Committee	C
Introduction to F&HD	Annual Ext. Conf.	?	May 1954	Administration and others	D
?	Work groups in Annual Extension Conference	6 hours	Oct. 1957	Committee of Ext. Agents and Farm Mgt. Specialist	D
Introduction to F&HD	Annual Ext. Workers Conf.	1 day	Dec. 1954	Admin. and others, including out-of-State and county workers	E
Planning together				Mr. & Mrs. Arthur Barton	
Family planning	1955 Annual Ext. Conf.	½ day	Dec. 1955	Cornell University	E
Teaching decision making	1955 Annual Ext. Conf.	½ day	Dec. 1955	Farm and Home Economists	E
Introduction to F&HD	Annual Conference	2 days	Dec. 1954	Admin. and others, out-of-State and county workers	F
F&HD Procedures	District Meetings	2 days	Jan. 1954	F&HD Committee	F
			Feb. 1954		
F&HD methods, techniques, and procedures	District Workshops	2 days	Oct. 1953	Administrator, Extension Econ. Staff, and FES	I
Experience and knowledge gained in F&HD	Annual Ext. Workers' Conf. (Negro)	½-1 day	Nov. 1954, 1955, 1957	Administration, specialists, and other selected county staffs	I

TABLE V (continued)

State staff

Content	Type of Training Event	Length	Date	By Whom	State
Introduction to Farm and Home Development	Meeting	2 hours	June 1954	Director Ferguson, FES	B
Understanding Farm and Home Development	Meeting	4 hours	June 1954	Farm and Home Development Com.	B
Understanding Farm and Home Development	Conference	1 day	Aug. 1954	Crosby, FES	B
Developing Farm and Home Development Workbook	Workshop	1½ day	July 1954	F&HD Com. - ½ day each with livestock, crops, foods, finance and marketing, and community development committee	B
Understanding F&HD	Meeting	3-4 days	Jan. 1954	?	C
Introduction to F&HD	State staff divided into three groups for discussion purposes	½ day	Dec. 1954	Administration and members of F&HD Committee	E
1. Adminis. policy 2. What it is 3. Role of staff					
A study of the F&HD approach	All State staff members conferences; visit to a farm; worked as groups on alternatives	1 day	Apr. 1955	Farm and Home Development Committee members	E
A review of F&HD activities in the County	Reviewed with State staff by the County staff	1½ hours	1955	County staff	E
Report on practice adoption, F&HD couples	Discussion of practice adoption by F&HD couples	1 hour	Feb. 1958	Assistant Director	E
Family case study	H. Ec. Spec. meeting	2 hrs.			
Explanation of F&HD	Ag. Spec. Meeting	1½ hrs.	?	Farm Management Specialist	H
Progress report on F&HD	Ag. Spec. Meeting	1½ hrs.		Farm Management Specialist	

TABLE V (continued)

Total County Staff

CONTENT	TYPE OF TRAINING EVENT	LENGTH	DATE	BY WHOM	STATE
Overall F&HD	District Conferences	2 days	1955 (8 meetings)	Extension Spec. and Resident Faculty	A
Farm and Home Management Home Beautification	Workshop	5 days	Dec. 1956	Ext. Spec. & Resident Faculty Horticultural Specialist	A
Farm and Home Management Training	Group Approach. 3 - 7 farm families and county Ext. staffs becoming acquainted with types of records, decision making processes, enterprise analysis, and budgeting	3-hr. meetings	1958 Jan. Feb. Mar. Apr.	Extension Staff and Resident Faculty	A
Farm and Home Management	District meetings when needed		1954 to 1958	Farm Management Specialist and State Home Dem. Leader	B
Overall F&HD	Conference, southern counties & State staff	1½ days	Aug. and Sept. 1954	Crosby, FES	B
Overall F&HD	Conference, northern counties	1½ days	Sept. 1954	Crosby, FES	B
Survey of Progress	Visits to counties by members of steering com. followed by office conf.	½ day	Feb. 1955	Supervisor and steering committee C	
General F&HD and making farm and home plans with pilot family	Workshops	2 days each	Jan. and Feb. 1956	State and county staffs and family and Crosby of FES	C
Overall F&HD and getting acquainted	District conferences	1 day each	Sept. and Oct. 1954	Director, Sup. Agri. Programs Sup. of Home Ec. Programs, Agri. Economist	C
F&H Management forms					
Management aspects of farm planning	On district basis	1 day	Sept. and Oct. 1954	Farm Management Specialists	E
Expanding Iowa Ext. work through the F&HD approach, MS-34OR and MS-356	District Extension Conferences	2 hours	Jan. 1955	Supervisors	E
County reports on F&HD work	Co. reports at Dist. Ext. Conf.	2 hours	Probably once per dist. a yr.	County staff	E
General F&HD and making Farm and Home plan using role playing on the farm	Workshop - advanced training	4 days	Aug. and Sept. 1955	State and county staffs	F

TABLE V (continued)
Training for F&HD Agents or Assistants With Assigned Responsibility

CONTENT	TYPE OF TRAINING EVENT	LENGTH	DATE	BY WHOM	STATE
Evaluation (Review accomplishments, procedures, and make suggested improvements)	Meeting - All agents working on F&HD	2 days	Sept. 1956	County Agent Leader, Farm Management Spec., and Home Management Spec.	B
Procedure	Individual visits to F&HD agents	8 days	Yearly as needed	Farm Management Specialist	D
Classroom and laboratory work in farm and home planning	Training Conference	4 days	Dec. 1954	State staff	D
Exchanging ideas on work underway in ten counties meet at college for conf.	Staff in 10 counties	1 day	Jan. 1955	Administration and F&HD Committee	E
Farm and HD Training School; philosophy, methods, organization, lesson plans members	State Conference for selected field staff	5 days	Dec. 1955	Administration, supervisors and subject matter staff	E
Farm and HD Training School methods, organization, decision making, lesson plans members	State Conference for selected field staff	4 days	Nov. 1956	Administration, F&HD Com., supervisors, specialists, district economists	E
F&HD Training School, methods, organization, decision making, goals, lesson plans	State Conference for selected field staff members	3 days	Oct. 1957	Administration, F&HD Com., specialists, district economists, supervisors	E
F&HD Training School, methods, organization, decision making, goals, lesson plans	State Conference for selected field staff	3 days	Oct. 1958	Administration, F&HD Com., supervisors, specialists, district economists	E
Plans of work for F&HD	County conference with county staff (selected counties)	1 day	1957 and 1958	Supervisors and district economists	E
Horticultural	School (others included)		June 1955	Horticultural Spec.	F
Farm Mgt. and F&HD Practices	Training course for area F&HD agents	6 days	Jan. 1955		F
Farm Management	Course for credit for county and area workers	3 wks.	July 1955		F

TABLE V (continued)
Training for F&HD Agents or Assistants with Assigned Responsibility

CONTENT	TYPE OF TRAINING EVENT	LENGTH	DATE	BY WHOM	STATE
F&HD procedure	Attended regional work-shop in				
Farm Management and F&HD practices	District conferences annually			Farm Management Specialist	G
Subject matter	District conferences	?		College economist	G
Farm Management Building	Course for credit	1 a mo.			H
	Schools - included HDA's in F&HD co's.			Ag. Engineers	H
Soils	School (some F&HD agents)			Soil Specialist	H
F&HD procedure	District Conf. Also Co. agent and some spec.	1 day		Farm and Home Mgt. Spec.	H
F&HD procedure, techniques	Workshop (included Supr. and F&H Mgt. Spec.)	3 days		State and college staffs, FES Horticultural Specialist	H
Horticultural	School (others included)			County agent leader, Farm and Home Management Spec.	H
F&HD Procedure	Office Conf. all agents in F&HD counties				H
Case example	District workshop for F&HD counties - all staff	2 days		Farm and Home Mgt. Spec.	H
Philosophy, goals, decision making, Farm & Home Mgt. methods, techniques	Required grad. course (for credit) '55, '56 '58	3 weeks		State extension and college staff	I
Housing	Course (for grad. credit F&HD agents urged to take)	3 weeks		College staff	I
Farm and Home Dev. Methods, Tech., and Procedures	Workshops (3) for entire staff in 12 pilot counties	3 days	Sept. 1954	Administrative, Ext. Economics staff, and representative from Federal office	I
Experiences in F&HD Methods Techniques, and Procedures	District workshops (7) for 38 counties engaged in 2 days F&HD		Oct., Nov. Dec. 1955 Jan. 1956 Mar. 1958	Administrative, specialist, and county staffs	I
Procedures and activities used, progress noted, and plans for future	County staff meetings (45)	$\frac{1}{2}$ - 1 day	Oct. and Dec. 1956	F&HD specialist and Extension Economics representative	I

TABLE V (continued)

Training for F&HD Agents or Assistants with Assigned Responsibility

CONTENT	TYPE OF TRAINING EVENT	LENGTH	DATE	BY WHOM	STATE
Farm and ranch planning	Course (credit)	3 weeks		Extension staff - college staff	J
F&HD procedures, etc. including planning based on farm visits	2 workshops in each district	14 days		State staff	J
New County Workers					
F&HD	Training meetings	?	Annually	Farm and Home Dev. Com.	E
General F&HD - making farm and home planning on the farm	Annual workshop	4 days each	Aug.-Sept. 1954, Oct. 1955 and '56	State and college committee	F
Philosophy, goals, making decisions, farm and home management methods and techniques	Graduate course for credit	3 wks.	June 1955, State Extension and College 1956, 1957	Staff	I
Farm and Home Development procedures, techniques, methods used, and plans for future	County staff meetings (15)	1 day	Jan.-Dec. 1957	Farm and Home Development spec. Extension economics representative	I
Preparation of Farm and Home Plans	Office conference		Jan.-Dec. 1958	tive	
Techniques of working with families	County staff	2 days	Jan.-Dec. 1956, 1957, 1958	F&HD specialist and Extension economics representative	I
New F&HD Agents					
Home visits and counseling. What is F&HD	New agent training	$\frac{1}{2}$ day	Annually	State Staff	H
Basic orientation and planning procedure in F&HD	Office conference	3-4 days		Farm management specialist	D

TABLE V (continued)

Home Demonstration Agents

CONTENT	TYPE OF TRAINING EVENT	LENGTH	DATE	BY WHOM	STATE
Family Economics F&HD Procedure, etc.	The session Conference for HDA's from F&HD Counties	4 days	Apr. 1958	Mass. Home Management Spec.	D
F&HD procedures, techniques, etc.	Agent training for Negro home demonstration agent	3 days 1 day	Sept. 1956	Farm and Home Management Spec. F&HD specialist and representa- tive from Extension Economics	H I
County Agents					
Dry Land and irrigated farming	Workshops	5 days	Nov. 1957 Dec. 1957	Extension Specialist and Resident Faculties	A
F&HD procedures, etc.	District meetings	1 day	Apr. 1958 Nov. 1956	District supervisor and farm management specialist	D
Designed to promote inter- est in F&HD	Conferences (3)	2 days	Aug. 1957	State staff	C
Farm and Home Development Committee					
A review of problems facing farm families and relating F&HD approach	On the farm training 1 day Co. 1 day Co.	2 days	Mar. 1954	Management specialist, district economists, supervisors, administration	E

State Staff Responsibilities and Functions

In at least 9 of the 10 States the general guidance or leadership of F&HD work was originally vested in a State F&HD committee. However, when the team visits were made, committees were giving active leadership in only 6 States. Leadership was vested in the Assistant Director in one instance. In two States where the State F&HD committee had become inactive or almost so, farm and home management specialists were looked to for guidance and leadership.

State staff responsibilities and functions, as they had been assigned and were being carried out when the team visits were made, were discussed in all of the team reports.

Space in Table VI does not permit the listing of quite all of the State staff participation that was described. In addition to the staff members shown in the table, sociologists in one State and an editor in another help with evaluation and reporting, and an editor in another State serves on the F&HD committee.

Certain State staff functions were less frequently recognized as necessary to F&HD work than others, at least in the minds of the people participating in the discussions, or there were no provisions in some States for their being performed.

The data suggests that in some States there may be inadequate provisions for: 1) showing the county workers the need for F&HD work, 2) evaluating and reporting it, 3) providing agents with the subject matter they need to do it well, and 4) giving them the help they need with specialized or unusually difficult tasks and problems. They suggest that (with one exception) inadequate provisions may have been made for helping agents find time to do F&HD work in States where county personnel other than F&HD agents are expected to do F&HD work or help with it.

TABLE VI

RESPONSIBILITIES AND FUNCTIONS OF STATE STAFFS IN F&HD

RESPONSIBILITY OR FUNCTION	NO. OF STATES	ADMINIS-TRATORS*	STATE F&HD COMMITTEE	SUPER-VISORS	HOME MGT. SPECIALISTS	FARM MGT. SPECIALISTS	OTHER SPECIALISTS
Establish Concept and Objectives	8	7	3				
Outline Policy & Procedure	ABCEGHIJ 10	ACEGHIJ 7	BEH 5				
Provide Leadership of F&HD Work in the Counties	8		BDEFG 2	4	6	6	
Train County Workers	ADEFHIIJ 8	1	BC 4	EFHJ 5	ADGHIJ 5	ADGHIJ 7	1
Prepare Teaching Materials and Forms	ABEFGHIJ 10	J	ABCE 5	AEEFHJ	AGHIJ 6	ABEFGHIJ 8	G 3
Provide Suggestions for Agents on how to work effectively with families	9		ABCEH		ADFGHI	ACDFGHIJ	ABD
Show County Workers the Need for F&HD Work	ACDEFGHIJ 4		AEH 3	4	6	5	
Show Agents how to Find Time to do F&HD Work	AFGH 1			BCTG	ABDGIJ	BCDIJ	
Provide Agents with the Needed Subject Matter	6			4			
Help Agents Decide on Criteria for Selection of Families	AFGHIJ 1			AFGH 1	4	3	2
Respond to Specific Requests by Agents for Technical Help	6			F	AIHJ	FGH	AF
Evaluate & Report F&HD Work (State Basis)	4				1	1	
Serve on State F&HD Committee	9	1	2	1	2	1	6
Chair State F&HD Committee	ABCDEFHJ 9	E	AE	C	BI	B	ABCFGI
	ABCEFGHJ 9	7		7	8	8	7
	ABCEFGHJ 9	6		BCDEGHJ	ABCEGHJ	ABCEGHJ	ABCEGHJ
	ABCEFGHJ 9	CDEFGJ		1	2	2	BC

*Includes Directors, Associate and Assistant Directors, State Agriculture, Home Demonstration, and 4-H Leaders

Materials and Aids

There was little evidence by which to determine the kinds of materials which have worked best for the States. In some of the States, the teams had the impression that agents were using very little of the materials prepared by State staff. It was not possible to determine whether the materials were unsuitable or whether the agents were insufficiently trained in their use.

At least three of the States have found simplified forms used as the need arises preferable to voluminous workbooks used early in F&HD. Possibly this is related to training as these three States have provided more training for agents than most of the other 7. As agents have gained experience and developed competency, forms have tended to be simplified. The better trained and more experienced agents seem to want and to be able to use simpler forms.

Following is a list, by States, of materials developed for or used in F&HD work that were given to the teams or to which reference was made in the interview. The titles suggest that most of them were prepared to meet needs for:

1. Explaining what F&HD is to
 - (a) Extension personnel
 - (b) Farm families potentially interested in participating
 - (c) Other interested people
2. Setting forth Extension policy regarding F&HD work
3. Suggestions to agents as to procedures they can use in establishing good working relationships with farm families and working effectively with them.
4. Tools for agents to use in their work with F&HD families
 - (a) Technical information
 - (b) Planning forms, decision making devices, partial budgets, etc.
 - (c) Materials for F&HD families to use, principles and techniques of management, how to size up a farm business, etc.
5. Materials concerned with evaluation and reporting

Not all of the States have materials for each of these purposes. It is not possible to classify each item neatly under one heading in the above outline, but study of the list will reveal that some of the needs for materials are better met than others. For example most States have forms and workbooks, but few have materials on evaluation.

MATERIALS DEVELOPED FOR OR USED IN F&HD

Colorado

Answers to Questions Frequently Asked About Farm and Home Development (Processed).
Farm and Home Development Policy. Circular Letter No. 90. September 23, 1955.
Ranch and Home Management Workshop, March 31-April 4, 1958.
Points to Consider When Analyzing a Beef Ranch for Management, 7-8-54.

Farm and Home Development Series

How to Help Farm Families Reach Farm and Home Development Goals.
The Partial Budget - A Tool for Estimating Income Effects of Management Changes.
Partial Budget Test for Soil Bank Participation.
Income Tax Management.
Farmstead Planning - Location.
Farmstead Planning - Layout.
Units of Water Measurement and Examples of Application.
Tips for Discussing Irrigation with a Farmer.
Short Runs Often Save Water and Money.
How to Compare: (1) Fuel Cost, (2) Efficiency for Irrigation Pumping Plants.
Doane's Agricultural Digest: Index of Items Helpful in Analyzing Building and Equipment Problems.
What to Look for in Planning a Farm Building.
How to Estimate Reasonable Investment for Farm Buildings.
Poultry Management Check Sheet - Commercial Laying Flock.
What is an Economic Unit in Poultry?
Doane's Agricultural Digest: Index of Items Helpful in Analyzing Farm and Home Problems.
*Partial Budget (Dittoed - one page).
Farm and Home Development Workbook.
Objectives in Individual Farm and Home Development - The Present Situation (Typed, 3 pages) (3099-54)
Background Information for Planning a Farm and Home Development Training Program - Summary of 43 Counties.
*Mentioned as being especially helpful.

Iowa

Expanding Iowa Extension Work Through the Farm and Home Development Approach. Ms-340R.
Farm and Home Development and its Relation to the Usual Extension Approach - MS-356.
Steps to Take in a County in Initiating Farm and Home Development. Ms-383-R, 1956.
*Farm and Home Development - What it is, How it Works, How it Helps the Farm Family, How it Helps the Community, F&H-1, Sept., 1955.
A Budget Procedure for use in Farm and Home Management, FM-1185-(Rev.) Nov. 1957.
Suggested Costs and Returns for Use with a Budgeting Procedure in Farm and Home Management, FM-1186 (2nd Revision), Nov. 1956.
Summary Sheet for Use in Better Farm Accounting, FM 1281, November 1957.
Farm and Home Family Conference Record, F&H 5.
Summary of Our Farm and Home Plans.
Some Basic Concepts in Farm and Home Development, FM 1282, Nov. 1957.
Better Farm Accounting (Rev. 1956), (A farm account book).
Your Family Finances - A Record for Expenses and Savings.
Conference Program, Discussion, Outline and Summaries - Farm and Home Development Training Conference, November 1957, F&H 7.
Materials on Farm and Home Development, Nov. 1956, F&H 6.
Summary of Research Relative to Farm & Home Development, F&H 4, October 1955.

Kentucky

Evaluation of the Kentucky Farm and Home Development Program, 1951, Preliminary.
Principles of Farm and Home Development, F&HD 1, Revised 1951.
Farm and Home Development Workbook.
*The Moving Balance Sheet for Family Money Planning, F&HD 7.

*Mentioned as being especially helpful.

Maine

Enrollment - Farm and Home Development
Program Handout - Farm and Home Development and You.
Maine Extension Service Circular 323, June 1957.
Farm and Home Worksheet - A Guide to Better Farm Family
Living, September 1957.
Cooperators Report Form for County File.
Twin County Proposed Program of Work, (Farm and Home
Development listed as a sub-item under Economics).
Farm and Home Data Sheet, with attachments - Twin County.

Mississippi

Handbook of Farm Management Information for Use in
Balanced Farm and Home Planning, Mimeographed, Dec. 1953.
Balanced Farm and Home Program - Family Plan, Mimeographed.
Farm Families Plan Their Future, Southern Farm Management
Extension Committee Publication No. 6; also Mississippi
Extension Bulletin No. _____.
Essentials of Good Farm and Home Planning, Publication 333,
June 1956.
A Family Expense Record Book.
Suggested Guide to Policy, Methods, Techniques, and Procedures
In Farm and Home Development, Mimeographed, Dec. 1954.

New Mexico

Our Family Plan for Better Farming for Better Living, T-1
(Inventory and planning forms).
Better Farming for Better Living Manual (Informational handbook).
Mapping (mimeograph, 1 page - symbols for mapping farm).
Fact Sheets (one-page forms for estimating costs of production).

Cantaloupes	400	H-7	58
Lettuce	400	H-18	58
Potatoes	400	H-12	57
Tomatoes			1957

Utah

From Hopes to Realities Through Farm and Home Planning,
Extension Circular 259.
Better Farming for Better Living Handbook, 1954, (Reference
Manual, Farm Home Planning Forms, References).
Example of Accomplishment in Farm and Home Development,
Typed, 2 pages).
Introductory Meeting - Better Farming and Better Living Through
Better Planning (Mimeograph, 13 pages).

Utah continued ---

Meeting Plan for Meeting No. 2 on "How to Analyze and Adjust the Family Business to Increase Earnings and Satisfaction," (Mimeograph, 8 pages).

Meeting Plan for Meeting No. 3 on "How to Plan a Cropping Program for Profit and a Food Plan for Savings and Nutrition," (Mimeograph, 9 pages).

Meeting Plan for Meeting No. 4 on "How to Plan your Livestock Program for Profits and Your House and Yard Plan for Enjoyment and Economy," (Mimeograph, 9 pages).

Meeting Plan for Concluding Meetings - From Hopes to Realities, (Mimeograph, 10 pages).

Last Year's Farm Business Analysis, Extension Form #5, October 1, 1954.

Money and Family Welfare, Extension Circular 261, Logan, 1957.

Financial Facts for Farm Families - Wills, (Mimeograph, 4 pages).

Family Account Book.

Farm Family Account Book.

West Virginia

*Goals for Our Farm and Family, FHP 10-54 H-1.

Let's Take A Look at Our Farming Operations, FHP 10-54 F-1.

Let's Take a Look at Our Family Living, FHP H-2, 1955.

Check Sheet for Farm Visits, FHP 11-54 F-2.

Helping Farmilies to Help Themselves (Suggestions for Home Visits). FHP 12-54 H-4.

Suggested Plans for Improvement on Farm, FHP 4-55 F-3.

Family Spending and Saving, FHP H-3, 1955.

Planning for Food Production and Preservation, FHP 12-54 H-5.

Wisconsin

Some Characteristics of Farm and Home Development in Wisconsin as Viewed by the Agents, Preliminary Report No. 2, Social and Economic Aspects of a Farm and Home Development Program for Young Farm Families, July 1957.

Farm and Home Development - What? Why? How?

Building for Stronger Farms and Homes.

The Farm Family and the Farm and Home Development Program, January 1956.

*Planning for Farm and Family.

*Mentioned as being especially helpful.

Procedures and Techniques

When asked what procedures and techniques have worked best, the States answered in terms of what had worked best with families.

Five States had generally worked with families individually, although in four of the five, one or more counties have experimented with group work and like that approach. One State preferred working with families in groups.

One county in a State favoring working the individual family had worked with one group of families in a series of morning meetings and felt the timing helped make a much more successful experience than was possible for groups they had tried with afternoon or evening meetings.

Another county in a State doing group work felt that followup calls to individual families between meetings had been their most successful technique.

At least three of the States have found family goals analysis to be an important step. Three other States have found a budgeting procedure to be an effective way of helping families with their planning.

Kinds of Families Worked With

In four States it was Extension policy to work with all types of farm families. In one the county committee selects the families. In the other 5 States there was conscious effort or policy to give preference to certain kinds of farm families. In four States these are young families or relatively new farm families with one of the four also adding "low to middle income," and another adding full-time farmers as additional criteria for selection. One State worked with farm families with a problem and another concentrated on families not reached by Extension by other methods.

How Families are Informed about Farm and Home Development

In one State no effort was made to secure farm families to work with. The families they are working with have asked for help. The other 9 States have all used individual farm visits as a means of informing or getting in touch with potential F&HD families.

Additional methods used by one or more States include:

1. Publicity
2. Descriptive F&HD folders
3. Letters
4. Meetings
5. County councils
6. FHA supervisor referral
7. Landlord referral
8. Community committee

When is Farm and Home Development Finished?

In conversations about how long agents work, or expect to work intensively with each family in F&HD, the most frequently mentioned lengths of time were two to four years. In no State was less than two years mentioned. In two States no thought of terminating the relationship was expressed, or of tapering it off into appropriate family participation in other phases of the county extension program. Specially assigned agents in at least one State expressed strong reluctance to even eventual termination or modification of their close working relationships with their F&HD families. Apparently the families who have dropped out in most States have done so because of lack of interest because they quit farming, left the county, etc., rather than because they reached any stage of completion.

Informing the General Public

Special efforts to inform the general public about F&HD used in 7 of the 10 States, included:

1. Success stories locally and at State level - 5 States
2. News releases - 3 States
3. Printed brochure - 1 State
4. Television - 1 State
5. Occasional meetings - 1 State
6. Radio (State network) - 1 State

PROGRESS

State people interviewed expressed both pride and dissatisfaction with their progress and accomplishments in Farm and Home Development. Almost all States pointed to phases of the work or to counties where they were well satisfied with progress and accomplishments, at the same time expressing dissatisfaction with overall progress and accomplishment in terms of quality and/or quantity.

As will be pointed up, in some of the material which follows, the opinions expressed were pretty largely based on subjective judgments, with as great a chance to underestimate accomplishments as to overestimate them.

There was concern about how to measure progress and report it to the people who could not visit families to learn about it first-hand.

Indicators of Progress by Extension Workers

The only indicator of progress in F&HD on the part of Extension staff mentioned in more than one State was the number of families worked with. Other indicators named were: healthy working relationships with the F&HD families working with representative farm families, development of ability to see the farm and home as a unit and to be helpful with important family problems, improvement of the county extension program, development of cooperation among staff, physical changes on farms and in homes, and approval of key leaders in the counties.

While annual reports (Form ES-21) contain information on the number of families worked with, there was some discrepancy between the numbers mentioned in the team reports and those appearing in the annual report summaries by States. This may be due to differences in definition of F&HD families.

Some of the other indicators named above may be looked upon as indicators of an extension worker's ability to do effective F&HD work. Ultimately F&HD work done by a State or county staff must be measured by the number, kind, magnitude, and importance of the accomplishments of their clientele.

Indicators of Progress by Farm and Home Development Families

In no instance were the States satisfied with their measures of progress by F&HD families. There was little agreement from State to State as to what constitutes accomplishment in F&HD work with a family.

One State said that no indicators or criteria of progress had been established. The indicators the States said they were using to determine accomplishment of F&HD families are listed in Table VII.

TABLE VII

Indicators of Progress of F&HD Families	States										Total States
	A	B	C	D	E	F	G	H	I	J	
Use of more recommended practices						x	x	x			3
Greater participation in community affairs			x		x	x					3
Higher incomes			x			x		x			3
Improvement in the farm as a business unit					x				x		2
More convenient and attractive homes						x			x		2
Achievement of families' goals			x								1
Identification of goals and values	x		x								2
Number and types of changes they make	x			x							2
Higher standard of living					x						1
Increased involvement in "regular Extension activities"		x									1
What they undertake to do	x	x									2
Increased amount of joint farm-home thinking and planning						x					1
Use of Farm account analyses in their decision making					x						1
Improvement of managerial skill									x		1

It is interesting and revealing to compare indicators of progress as listed by the State with the elements in the stated concepts and with what agents try to help Farm and Home Development families do. Table VIII shows this comparison. Recognizing that there is overlapping between items in the table, there is evidence of considerable inconsistency between the elements, what agents try to get families to do and what is looked for to determine progress.

TABLE VIII

ITEM	Elements of Concept										T	What Agents Try to Help Families Do	Indication of Progress	T			
	A	B	C	D	E	F	G	H	I	J	L			O			
Analyze their situations and re-sources and establish goals Raise their level of living Make plans Coordinate their farm and home plans Carry out their plans More nearly attain their goals Compare their alternatives Make adjustments that are indicated by their resources, situations, and goals Increase their incomes Solve their management problems Develop good farm home units Adopt more recommended practices Revise their plans as reevaluations indicate	x	x	x	x	x	x	x	x	x	x	10	x x	x	3	0		
	x	x	x	x	x	x	x	x	x	x	8	x x			2	0	
	x	x	x	x	x	x	x	x	x	x	8	x x	x x		6	1	
	x	x	x	x	x	x	x	x	x	x	7	--	x x		2	0	
	x	x	x	x	x	x	x	x	x	x	7	x x			2	1	
	x	x	x	x	x	x	x	x	x	x	7	x x	x		4	0	
	x	x	x	x	x	x	x	x	x	x	5	x			2	0	
	x	x	x	x	x	x	x	x	x	x	5	x				0	
	x	x	x	x	x	x	x	x	x	x	5	x	x x	x		3	0
	x	x	x	x	x	x	x	x	x	x	4	x				0	0
Learn how to manage their affairs better Become better leaders, participate more in community affairs Take soil samples, improve pastures, remodel, redecorate, etc. Keep and analyze farm records Do better farming and homemaking Learn more subject matter Improve the farm as a business unit Improve the convenience and attractiveness of their homes What they undertake to do Number and types of changes they make Increased involvement in other extension activities	x	x	x	x	x	x	x	x	x	x	2				0	0	
	x	x	x	x	x	x	x	x	x	x	2					1	0
	x	x	x	x	x	x	x	x	x	x	2					3	0
	x	x	x	x	x	x	x	x	x	x	0					0	0
	x	x	x	x	x	x	x	x	x	x	0					0	0
	x	x	x	x	x	x	x	x	x	x	0					0	0
	x	x	x	x	x	x	x	x	x	x	1					2	0
	x	x	x	x	x	x	x	x	x	x	0					2	0
	x	x	x	x	x	x	x	x	x	x	0					2	0
	x	x	x	x	x	x	x	x	x	x	0					1	0

The comparisons in Table VIII suggest:

1. That adequate indicators of progress have not been established to measure the accomplishment of the objectives set forth in the stated concepts.
2. That agents have not fully interpreted and applied the stated concepts in their work with families.
3. That clear, attainable, measurable and generally accepted objectives are necessary if Extension is to fully realize the potential that F&HD offers as a method of meeting the needs of some farm people.

Annual reports of agents provide information on numbers of families worked with, but not much to indicate progress and accomplishments of the families. A few States named other sources of information indicating accomplishments of Farm and Home Development families. (See Table IX)

TABLE IX

Sources of Information to Indicate Progress and Accomplishment of F&HD Families	States										Total States
	A	B	C	D	E	F	G	H	I	J	
Records kept by agents of family plans and accomplishments	x						x		x		3
Survey of Farm and Home Development families					x			x			2
Case histories							x		x		2
Farm business records									x		1
Family expenditure records									x		1
Notes kept by agents on changes in practices					x						1

Impact of F&HD on State Staff

Farm and home development has had little impact on State staffs in four States, according to the team reports. Two other States said recognition of needs for integration of subject matter was one impact. One State said interdepartmental cooperation had been stimulated. One State said there was more awareness on the State staff of farm and home problems that confront farm people in the State.

In each of the 10 States some State staff members were participating in F&HD much more than others, and the impact seemed at least somewhat in proportion to participation.

It seems significant that in the four States indicating little impact of F&HD on State staffs, the numbers of F&HD families were small. In those 4 States there were only 7 F&HD families per thousand farms, whereas in the other six States there were 14 F&HD families per thousand farms.

Impact on Agents

One State said there had been little impact of F&HD on most county extension workers. The number of F&HD families in that State was very small -- only about two per county in which F&HD work was reported. Another State said the impact was "mainly frustration with varying degrees of satisfaction." These two pessimistic estimates of the impact were in the minority, however.

In 5 States it was thought that participation in F&HD work had increased the competence of county workers. In two of these 5 it was indicated that the agents were becoming better educators. "Fewer blanket recommendations are given" was one expression. In three States there was a feeling that agents were more aware of important farm and home problems in their counties as a result of F&HD work.

Impact on F&HD Families

Team reports from 9 of the 10 States indicated favorable impacts on the families worked with, and none indicated unfavorable impacts. It was said that the F&HD families are improving their incomes, using more improved practices, coordinating their enterprises more, make more use of records, have gained better understanding of their problems and opportunities, have learned how to make more and better decisions, do more joint farm-home thinking and planning, have raised their aspirations, and have gained a better perspective of their roles in society.

One family said Farm and Home Development had given them something their church should have given them, but hadn't. It had given them the ability to face family problems as problems and not as issues. More joint thinking and planning by husbands and wives was said to be a common result in several of the States.

State reports mention that Farm and Home Development families find, in the management process, a better way to use technical subject matter in working out their important problems. Many of the families are keeping better records than ever before and deriving more benefit from them.

Many Farm and Home Development families are making constructive adjustments in the quantities of land, labor, and capital that they use, and in the uses they make of them. They are making carefully coordinated changes in their farm and home equipment and in the enterprises that they carry on. They are earning higher incomes and achieving higher levels of living in the fullest sense of the term.

Reasons for Success in Best Counties

Unanimously States attributed the success of the work in their best F&HD counties primarily to the agents in those counties. Use of local advisory committees was listed as a second factor contributing to success in "best" counties in one State.

The specific things concerning agents that were said to be responsible for success were: the agents' interest, enthusiasm, and dedication to the job mentioned by half of the States; ability and competence by three States; length of tenure by two; and personality by one. Two States felt that the guidance given F&HD agents by senior agents was the key in their most successful counties, while another mentioned cooperation between agricultural and home demonstration agents as being the most important factor.

LOOKING TO THE FUTURE

The "look to the future" section of the team reports contained less information from which to draw a summary and conclusions than any other portion of the reports. Two factors may have been responsible: (1) The team visits may have been too brief to permit adequate exploration of this area. (2) The people in the States had not spent enough time evaluating their own Farm and Home Development to be able to discuss its future. Some of the States said the team visit was the first time that they had taken time to review progress, methods, procedures, etc.

The material which follows is what was gleaned from the reports regarding unsolved problems, changes the States contemplate, and the volume of F&HD work they hoped to attain.

Unsolved Problems

The responses to three topics in the discussion outline used by the teams -- (1) What are some of the unsolved problems? (2) To what extent have the following (list) been accomplished, and (3) What needs for strengthening F&HD work does experience seem to indicate? -- were so similar and repetitious that they have been summarized together in Table X.

The unsolved problems are listed in the order of the numbers of team reports in which they appeared. The degree of their importance is not necessarily in that order, and probably the seriousness of any one of them varies considerably from one State to another in which it is found.

TABLE X

Unsolved Problems	States										Total States
	A	B	C	D	E	F	G	H	I	J	
Training of Agents	x	x	x	x	x		x		x	x	8
In Home Management				x	x						2
In Farm Management	x										1
In Farm and Home Management	x						x		x		3
In counseling	x						x				2
In ability to analyze	x										1
Unspecified		x	x							x	3
Time to do Farm & Home Development Work	x	x	x	x	x	x	x			x	8
To get and retain capable personnel		x	x	x		x	x	x	x	x	8
Supervisors not working effectively with agents, State staff, and county com- mittees in F&HD	x	x		x		x	x	x	x		7
Responsibilities for State staff contri- butions not assigned, members not sufficiently trained, motivated, and shown how to find the time to make them.											
Not yet done well	x		x		x	x	x		x		6
Serious problem		x		x				x		x	4
Agents need to be motivated to participate in F&HD	x	x		x	x	x					5
Need to clarify or decide on purposes, concepts, and objectives of F&HD		x	x						x	x	4
Families need to be motivated to participate in F&HD					x	x	x		x		4
Need to make better use of the State Steering Committee	x	x						x			3
Develop better F&HD materials								x		x	2
How to use local leaders	x										1
Need funds to add more staff								x			1

Volume of Farm and Home Development Work

In Table XI the numbers of F&HD families per 1,000 farms reported in the Census of 1954 are given alongside the numbers per member of the total State and county extension staff as of July 1, 1958, and the numbers of F&HD families per county doing F&HD work. The numbers of F&HD families are as reported for 1957 on page 24 of Form ES-21, Statistical Report of County Extension Workers.

Also shown in the table for each State are the numbers of F&HD families in 1957 per staff member added (State and county), and the general plan by which additions to county staffs were made according to the team reports. In the last two columns are shown the percentages of the counties that reported some F&HD work in 1957.

The numbers of F&HD families per extension worker and per county doing F&HD work tend to be correlated fairly closely with the numbers per 1,000 Census farms.

TABLE XI
Volume of F&HD Work

State	Numbers of F&HD Families				Additional Personnel Added to	Percent of the Counties Doing Some F&HD work in 1957
	Per 1,000 Census Farms	Per Member of Total Ext. staff	Per County Rptg. Some F&HD Work	Per Added Staff Member:		
A	3	0.7	3	***	(1)	64
B	5	0.8	7	18	(2)	52
C	6	1.5	5	45	(2)	92
D	6	2.1	19	52	(2)	42
E	7	3.6	21	21	(3)	69
F	12	4.9	27	219	(4)	67
G	13	3.6	28	6	(2)	78
H	13	5.5	49	49	(2)	60
I	18	6.9	53	57	(2)	88
J	29	9.1	45	60	(2)	100

- (1) To relieve other agents for F&HD work.
- (2) To do F&HD work.
- (3) To make possible equivalent time for F&HD work.
Assignments within the county staff are permitted.
- (4) No additions to county staffs.

** Number of added county workers not reported.

The team reports from States A, B, C and E did not contain any indications as to intentions or possibilities for expansion of F&HD work. State G thought both the number of families and the percentage of the agents' time devoted to F&HD work could be increased. State F thought it would be difficult to expand numbers of families very much. States D, H and I thought only modest increases in numbers of families could be made without more personnel. In State J there was some concern about the need to work with more families. County staffs felt that supervisors and the State staff stressed numbers too much, that the State expects them to work with too many, especially at first.

APPENDIX

OUTLINE FOR GENERAL GUIDANCE OF FARM AND HOME DEVELOPMENT DISCUSSION

I. Concepts and Attitudes

A. General concept

1. What is your concept of farm and home development in this State? What does it encompass?
2. Under what circumstances is an agent considered to be doing farm and home development in this State? For example: What are the "guideposts" for an agent to determine for reporting purposes when a family becomes a farm and home development family?
3. How widely is the stated concept of farm and home development understood by (1) State staff members and (2) County staff members?
4. What are the responsibilities and contributions of various types of State staff members?
5. When county agents work with families in farm and home development, what do they try to help them do?
6. How does farm and home development relate to other extension work?

B. What is the present general attitude of (1) State staff, (2) county staff, (3) county Extension committee, (4) farm organizations, and (5) others, such as main street and other government agencies, toward farm and home development?

1. Is farm and home development presently seen as an important phase of extension work?
2. Is it viewed as a program, or method?

II. Procedures

A. How was farm and home development initiated?

1. At State level with: (1) extension administration, (2) supervisory, (3) specialist and information staff, (4) resident and research staff, (5) public.

2. At county level with: (1) agents, (2) Extension Committees, (3) public.
 3. What changes if any would be made if it were being started again: (1) at the State level, and (2) at the county level?
- B. Additions to Staff:
1. What additional staff members were added because of F&HD to the (1) State staff, and (2) county staffs?
- C. Training
1. What training has been given and to whom? (Type of training event, its length, content, and by whom taught)
- D. Operating procedures at the State and county level.
1. How do (1) State and (2) county staffs function in doing farm and home development work?
 2. What materials and aids have been developed?
 3. What (1) procedures, (2) techniques and (3) materials have worked best.
 4. Is there a conscious effort to work with any particular type of families?
 5. How are families potentially interested in farm and home development informed as to what it is and what they might expect of it?
 6. Are any special efforts undertaken to inform the public in general?

III. Progress

- A. What are the indicators that you look for to determine progress and accomplishments in farm and home development with (1) Extension staff and (2) farm families?
- B. What information is available to indicate progress and accomplishments to date?

- C. To date what has been the impact of farm and home development work on (1) the families, (2) agents, (3) the State staff, and (4) Extension work in general?
- D. On the average, how many years do you work intensively with F&HD families?
- E. What has contributed most to the success of the work in your best farm and home development counties?
- F. What are some of the unsolved problems?
- G. To what extent has the following been accomplished?
(What seem to be major points that have contributed to their accomplishment or factors that have retarded it?)
 - 1. Agents motivated to do F&HD work with families?
 - 2. Agents shown how they can find time to do F&HD work?
 - 3. Agents selected, trained, and equipped to do effective F&HD work with families?
 - 4. Supervisors working effectively with agents, State staff, and county committees in F&HD?
 - 5. Families motivated to participate in F&HD? How?
 - 6. State staff members trained so that they can make the needed State staff contributions?
 - 7. Responsibilities for State staff contributions assigned, members motivated to make the contributions expected of them, and shown how to find the time to make them?

IV. Looking to the future.

- A. What needs for strengthening farm and home development work does experience seem to indicate?
- B. What changes in methods, procedures or organization are contemplated?
 - 1. In contacting, selecting, and working with families.
 - 2. In organization and responsibility of State or county staff members.
 - 3. Publicity and evaluation.

C. What volume of farm and home development work do you hope to **attain**? In what period of time?

1. In terms of numbers of families worked with.

2. In terms of staff time.

V. What outside help is needed?

A. Regional or national conferences.

B. Materials.

C. Other.

